

Old Age, Disability, Death

First law: 1949.

Current laws: 1983 and 1994 (Early retirement).

Type of program: Social insurance system.

Exchange rate: U.S.\$1.00 equals 55 dinars.

Coverage

All employed and self-employed persons. Special system for members of the Armed Forces. Special early retirement provisions for unemployed.

Source of Funds

Insured person: 4.0% of total earnings plus 0.5% for early retirement.

Employer: 7.5% of payroll plus 0.5% for early retirement. Cooperatives: 0.5% for early retirement.

Government: None.

Disability and survivor benefits financed under sickness and maternity program (see below).

Qualifying Conditions

Old-age pension: Age 60 (men) or 55 (women and veterans) with 15 years of coverage. Early retirement available for those in arduous or unhealthy work (age to be announced), female workers who raised a child for at least 9 years (retirement reduced 1 year per child, maximum 3 years); permanently disabled workers with 15 years' coverage and unable to meet disability pension requirements. Retirement necessary.

Retirement allowance: 65 years old with 5 years or 20 quarters of coverage and ineligible for old-age pension. No minimum.

Early retirement: age 50 (men) and 45 (women) with at least 20 years of employment and 10 years of contributions with 3 years of contributions preceding unemployment. Must receive no income from any professional activity. Employer must be current with social security contributions according to schedule.

Disability pension: Loss of all working capacity for total disability pension or 1/2 of earning capacity for partial disability pension. Currently covered and either 60 days of employment in last 12 months or 180 days in last 3 years.

Survivor pension: Deceased was pensioner or was deceased while working.

Above benefits not payable abroad unless under reciprocal agreement.

Old-Age Benefits

Old-age pension: 2.5% of average monthly wage during last 3 years or highest 3 years of earnings (whichever is most favorable) times years of coverage. Minimum pension, 2,300 times the minimum hourly wage; maximum: 80% of final salary.

Dependents' supplements: 600 times the minimum hourly wage.

Retirement allowance: 2.5% of average monthly wage during last 3 years or highest 3 years (whichever is most favorable) times years of coverage.

Constant-attendance supplement (payable to permanently disabled pensioners who fail to meet disability pension requirements): 40% of pension.

Early retirement benefits: pension reduced by 1% for each year under age for full retirement benefit.

Minimum, 75% of National Guaranteed Minimum Salary (SNMG).

Dependent spouse allowance, 12.5% of SNMG. Eligible for Sickness and Maternity benefits.

Permanent Disability Benefits

Disability pension: 80% of average earnings during last year or highest 3 years (whichever is most favorable), if totally disabled.

Constant-attendance supplement: 40% of pension.

Partial disability: 60% of earnings.

Survivor Benefits

Survivor pension: Widow of any age, 75% of old-age or disability pension paid or accrued to insured (50% if other survivors). If more than 1 widow, pension divided equally.

Other eligible survivors: Children under age 18 (25 if apprentice or 21 if student, any age if disabled or female without income) and dependent parents. Pension equals 30% if 1 survivor, 40% divided equally if more than 1. If no surviving spouse, pension divided among other survivors: 45% (full orphan), 30% (dependent parent).

Maximum pension: 90% of pension paid or accrued to insured.

Survivor settlement: Lump sum of 12 times highest monthly earnings during the year prior to death.

Minimum: 12 times minimum monthly wage.

Administrative Organization

Ministry of Labor and Social Protection and Professional Training, general supervision.

National Retirement Fund, administration of old-age program.

National Social Insurance Fund For Salaried Workers, administration of disability program for salaried employees.

National Social Security Fund For Wage Earners, administration of old age and disability program for wage earners.

Sickness and Maternity

First law: 1949.

Current law: 1983 (effective 1984).

Type of program: Social insurance system.

Coverage

All employed persons are entitled to cash sickness and medical/maternity benefits. Spouses of workers or of pensioners in receipt of either old-age, disability, or work-injury (when the incapacity is at least 50 percent) pensions are covered for in-kind (i.e., medical) maternity benefits. Spouses, dependent children, and dependent parents of workers, of pensioners in receipt of either old-age, disability or work-injury pension (when the incapacity is at least 50 percent) or of certain prisoners are covered for in-kind sickness benefits. Beneficiaries of unemployment compensation or early retirement, national Liberation War pensioners, disabled persons,

and unemployed students and their dependents are eligible for in-kind sickness and medical benefits.

Source of Funds

Insured person: 1.5% of total earnings.

Employer: 12.5% of payroll.

Government: None.

Contributions also finance disability and survivor benefits above and death allowance.

Qualifying Conditions

Cash sickness and medical benefits: In covered employment at time of onset of illness. For entitlement to first 6 months of sickness benefits, insured employed for 15 days (or 100 hours) in preceding 4 months, or 60 days (or 400 hours) in last 12 months. For extended benefits (after 6 months), insured employed for 60 days (or 400 hours) during last 12 months or 180 days during last 3 years.

Medical benefits: 15 days or 100 hours of insured employment during the 4 months prior to the year of the onset of the illness or 60 days or 400 hours of employment during the last 12 previous years. **Cash maternity benefit:** 15 days (or 100 hours) of insured employment in last 3 months, or 60 days (or 400 hours) in last 12 months prior to the date of determination of the pregnancy.

Sickness and Maternity Benefits

Sickness benefit: 50% of daily earnings (100% if extended illness or hospitalization) for 1st through 15th day; 100% of daily earnings from 16th day up to maximum of 3 years (4 years under certain circumstances). Minimum daily benefit (at 100% rate), 8 times minimum hourly wage.

Maternity benefit: 100% of earnings, payable for up to 14 weeks. Minimum daily benefit: 8 times minimum hourly wage.

Workers' Medical Benefits

Medical benefits: Cash refund of 80% (100% in certain cases) of medical expenses. (Insured normally pays for services and is subsequently reimbursed by appropriate fund.)

Includes medical treatment, surgery, hospitalization, drugs, laboratory services, ophthalmology and optician services, some dental care including prostheses, functional and vocational rehabilitation, prostheses, thermal and specialized cures, and transportation.

100% reimbursement for maternity benefits; hospital charges limited to 8 days. Complete medical care in government hospitals provided free and for unlimited time for certain categories of sickness; some categories may require a co-payment.

Survivor Benefits

Medical benefits for dependents: Same as for insured person.

In-kind maternity benefits only; same as for insured person (payable to spouses only).

Administrative Organization

Ministry of Labor and Social Protection and Professional Training, general supervision.

National Social Insurance Fund for Salaried Workers, administration of program for salaried workers.

National Social Security Fund For Wage Earners, administration of program for wage earners.

Work Injury

First law: 1919.

Current law: 1983 (effective January 1, 1984).

Type of program: Social insurance system.

Coverage

All employed persons, including students in technical schools, persons undergoing medical or vocational rehabilitation, voluntary social security administrators, wards of juvenile courts, students, and certain prisoners.

Source of Funds

Insured person: None.

Employer: 1% of payroll.

Government: None.

Qualifying Conditions

Work-injury benefits: No minimum qualifying period.

Temporary Disability Benefits

Temporary disability benefit: 100% of earnings.

Payable from day after accident for duration of incapacity or until recovery or certification of permanent disability.

Minimum daily benefit: 8 times minimum hourly wage.

Permanent Disability Benefits

Permanent disability pension: Average earnings during last 12 months times the degree of incapacity (if 10% or more). (Lump sum based on pension paid if degree of incapacity is less than 10%.)

Minimum: 2,300 times the minimum hourly wage.

Lump sum of 3 times the annual benefit is payable to injured foreign workers who leave the country, unless they are covered under bilateral social security agreement.

Constant-attendance supplement: 40% of pension.

Workers' Medical Benefits

Medical benefits: Medical treatment, surgery, hospitalization, drugs, laboratory services, ophthalmology and optician services, some dental care, prostheses, functional and vocational rehabilitation, thermal and specialized cures and transportation. No limit on duration.

Survivor Benefits

Survivor pension: Widow of any age, 75% of insured's average wages in the 12 months before accident, if death is consequence; otherwise 75% of pension paid or accrued to insured. If more than 1 widow, pension divided equally. Other eligible survivors: Children under age 18 (25 if apprentice or 21 if student, any age if disabled or female without income) and dependent parents.

Pension equals 30% if one survivor, 40% divided equally if more than one. If no surviving spouse, pension divided among other survivors: 45% (full orphan), 30% (dependent parent).
 Maximum pension: 90% of pension paid or accrued to insured.
 Survivor settlement: Lump sum of 12 times highest monthly earnings in last year of deceased.
 Minimum, 12 times minimum monthly wage. Survivors of foreign workers are eligible for benefits if residents or covered by reciprocal agreement at time of accident.

Administrative Organization

Ministry of Labor and Social Protection and Professional Training, general supervision.
 National Social Insurance Fund for Salaried Workers, administration of program.

Administrative Organization

Ministry of Labor and Social Protection and Professional Training, general supervision.
 National Unemployment Insurance Fund, administration of Program.

Family Allowances

First and current law: 1941.
 Type of program: Employment-related system.

Coverage

Nonagricultural employees and social insurance beneficiaries with 1 or more children. Special systems for public employees and employees of certain agricultural cooperatives.

Source of Funds

Insured person: None.
Employer: None.
Government: Total cost.

Qualifying Conditions

Family allowances: Child must be under age 17 (18 if apprentice, 21 if student or disabled). Insured person must have earned half the National Guaranteed Minimum Salary (SNMG) or be disabled, ill, receive unemployment, or early or full retirement benefits.

Family Allowance Benefits

Family allowances: When family earnings are equal to or less than 15,000 dinars a month, the benefit is 600 dinars per month for each of first five children, and 300 dinars for each additional child. When earnings exceed 15,000 dinars per month; the benefit is 300 dinars per month per child.
 School allowance for children over age 6: When family earnings are equal to or less than 15,000 dinars a month, the benefit is 800 dinars per month for each of first five children, and 400 dinars for each additional child. When earnings exceed 15,000 dinars per month, the benefit is 400 dinars per month per child.

Administrative Organization

Ministry of Labor and Social Protection and Professional Training,, general supervision.
 National Social Insurance Fund for Salaried Workers, administration of program.

Unemployment

First and current law: 1994.
 Type of program: Social insurance system.

Coverage

Salaried workers in the economic sector who are laid off.

Source of Funds

Insured person: 1.5% of earnings.
Employer: 2.5% of payroll.
Government: None.

Qualifying Conditions

Unemployment benefit: Must have contributed to social security for a total of 3 years with 6 months of contribution prior to unemployment, must receive no income from any professional activity, must have to be looking for work for at least 3 months, must be resident of Algeria. Employer must be current with social security contributions.

Unemployment Benefits

Unemployment benefit: Employer must pay severance pay for each employee with over 3 years of employment equal to 80% of monthly earnings in the year prior to dismissal, for up to 12 months.
Unemployment benefit: 2 months for each year of service up to a maximum of 36 months. Benefit calculated according to reference salary which is equal to average monthly salary plus monthly National Guaranteed Minimum Salary (SNMG) divided by 2. Minimum salary, 75% of monthly SNMG. Maximum salary, 3 times monthly SNMG.
 Benefit paid quarterly as percentage of reference salary: 1st quarter, 10%; 2nd quarter, 80%; 3rd quarter, 60%; and 4th quarter, 50%.
 Spousal allowance: 500 dinars per month where husband receives unemployment benefit of less than 7,000 dinars per month.
 Eligible for sickness and maternity and family allowance benefits for 12 months while receiving unemployment.